

Making the railway system
work better for society.

ERA – 19 June 2023
Safety Leadership Training
ERA Headquarters, 120 rue Marc Lefrancq, 59300 Valenciennes

OBJECTIVES

The main objective of the course is to make rail managers and professionals aware of the importance of safety leadership.

The training course emphasises the need to put safety at the forefront of daily actions, in every decision made.

After the course, each participant should have a clear idea of what safety leadership is about and on how to improve.

METHODS

The 1-day training session has a modular structure.

The background is the film “Between the lines” which describes the circumstances of an accident and provides lessons to be learned.

The following training tools are used during the course:

- *Presentations with supporting materials, illustrated with real-life cases;*
- *Interactive dialogue between the participants and group work sessions guided by the facilitators;*
- *Practical role-play to foster the adoption of the concepts.*

AGENDA

| Time | Module | Training Objectives |
|-------------|--|--|
| 09:00-09:30 | 1. Introduction | Introduce the training and address practical arrangements. |
| 09:30-10:15 | 2. Setting the Scene | Introduce leadership as part of the safety pillars. Understand how leaders and managers shape organisational culture. |
| 10:15-11:00 | 3. Safety Vision | Work on the core notions of vision and safety vision. Get acquainted with the European Railway Safety Culture Model. |
| 11:00-11:30 | BREAK | |
| 11:30-12:15 | 4. ABC Behavioural Model | Understand behaviour to make it change using the model "Activators-Behaviour-Consequences". |
| 12:15-13:00 | 5. Just and Fair Treatment | Understand the importance of systematically applying a method for recognition and sanction to develop a "Just culture" |
| 13:00-14:00 | BREAK | |
| 14:00-15:00 | 6. Safety Leadership Principles | Get acquainted with the safety leadership principles and expectations. |
| 15:00-15:30 | 7. Decision-Making | Understand the importance of integrating safety into of decision making. |
| 15:30-15:45 | 8. Personal Engagement | Establish an individual action plan to improve safety leadership skills. |
| 15:45-16:15 | BREAK | |
| 16:15-16:30 | 9. Safety Culture | Emphasise the role of safety leadership in the development of a positive safety culture. |
| 16:30-17:00 | 10. Closure | Roundtable and feedback. |